

**Hindustan Aeronautics Limited (HAL)**, a Navratna Central Public Sector undertaking, is a premier Aeronautical Industry of South East Asia, with 21 Production/Overhaul/Service Divisions and 10 co-located R&D Centers spread across the Country. HAL's spectrum of expertise encompasses design, development, manufacture, repair, overhaul and upgrade of Aircraft, Helicopters, Aero-engines, Industrial & Marine Gas Turbines, Accessories, Avionics & Systems and Structural Components for Satellite & Launch Vehicles.

HAL over the last seven decades has grown progressively into an integrated Aerospace Organization with the indigenous design & development of Advanced Light Helicopter (ALH-Dhruv), Intermediate Jet Trainer (IJT) & Light Combat Aircraft (LCA-Tejas). The ongoing major projects & programmes include ALH (both in military & civil roles), IJT, LCA, Su-30 MKI, Hawk (Advanced Jet Trainer) & Dornier -228 (Light Transport Aircraft). Aligning with the emerging future requirements, HAL has conceptualized the indigenous development of Light Combat Helicopter (LCH), Basic Turboprop Trainer Aircraft (HTT-40), Light Utility Helicopter (LUH) & Indian Multi-Role Helicopter (IMRH). HAL will co-design & co-develop the Fifth Generation Fighter Aircraft & Multi Role Transport Aircraft with foreign partners.

HAL, Aircraft Division is looking for candidates for appointment for the post of Engineer (Civil)-(Grade-II).

Advt. No	Name of the Post & Discipline	No of Posts & Reservation	Grade	Qualification	Experience required to be possessed in the next below Grade or in equivalent post (Completed Years)
A/HR/EC/1001/2017	Engineer (Civil)	1-UR (Unreserved)	II	Degree in Engineering/ Technology or its equivalent in Civil Engineering Discipline.	2

**Note:** In case of candidates possessing the qualification of Degree in Engineering plus Post Graduate Degree in Engineering, the period of experience will be reduced by the prescribed period of the Post Graduate Engineering Course, subject to a maximum of two years.

Out of the total post qualification experience as indicated above, the candidates should possess a minimum of 2 years experience in the next below Grade or in equivalent posts (applicable for PSUs/ Govt.),

**Age Limit, Pay Scales and admissible allowances / benefits/ Place of Posting etc.**

Grade	Pay Scale	Max Age as on 15.03.2017	Place of Posting*
II	16400 – 40500	35	Bangalore

The candidates will be eligible for Basic Pay, Variable Dearness Allowance, other Perks & Allowances, Company Accommodation/ House Rent Allowance, Performance Related Pay, Leave, Medical Facilities, Provident Fund, Gratuity etc as per company rules.

\* The place of vacancy indicates the current requirements of the Division. The Officers may be transferred/ appointed to any other Divisions/ Offices of HAL across the country on management's discretion.

**Job Specifications / Job Descriptions/ Experience Requirements:**

Planning & Contract, Collection of data, designing of Market Survey, Estimating, Vendor Updating, Tendering and Fixing of agencies, Construction of major Industrial Building/ Hanger/ Multistoried building, Execution of various contracts, Knowledge on the statutory requirements like Factories Act, Arbitration Act, Contract Labour (R&A) Act.

## **RELAXATIONS**

Age, Qualification & Experience will be counted as on 15.03.2017. Relaxations / concessions would be made as per Company Rules.

Relaxation in the upper age limit upto 5 years to candidates who had domiciled in the State of Jammu & Kashmir during the period 1.1.1980 to 31.12.1989.

Persons with Disabilities suffering from blindness or low vision; hearing impairment; and/or locomotor disability or cerebral palsy, as the case may be, suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation for PWD.

The details of posts identified suitable for Persons with Disabilities (PWD) and Physical requirement are mentioned below:-

<b>Post &amp; Discipline</b>	<b>Physical Requirements</b>	<b>Categories of disabled suitable for jobs</b>
Engineer (Civil)	S, ST, W, BN, MF, RW, SE, C	OL, OA, HH

Abbreviations used: S=Sitting, ST=Standing, W=Walking, BN=Bending, RW=Reading & Writing, MF=Manipulation by Fingers, SE=Seeing, C=Communication, OA=One Arm, OL=One Leg, HH=Hearing Impaired.

Upper age limit for Persons with Disabilities(PWD) shall be relaxable in respect of identified posts for PWD Categories by 10 years (irrespective of the fact whether the post is reserved for PWD or not)

Note: The above post is not reserved for PWD categories. However, the PWD candidates can apply for identified post against the categories of disability as mentioned above, if they meet with the eligibility criteria specified. The prescribed PWD certificate is at **Appendix C**.

Upper age limit with all relaxations shall not exceed 55 Years, except for the candidates belonging to the PWD category. For PWD candidates, the upper Age limit with all relaxations shall not exceed 56 years.

## **HEALTH**

Applicants should be of sound health and should meet the medical standards prescribed by the Company. Appointment of selected candidates will be subject to receipt of satisfactory medical report from the Company's Doctor as per the Medical Standards of the Company and satisfactory medical report from the Concerned Authority in respect of PWD candidates.

## **APPLICATION FEE**

The application fee is Rs. 500/- (Rupees Five Hundred only) which is non-refundable (exempted in case of SC/ST/PWD category).

Aircraft Division, HAL will not be responsible in case of a candidate depositing the fee in the wrong Account. Candidates are therefore requested to ensure that the Application Fee is deposited in the Account Number 31700415045. Application fee once deposited into Company's Account will not be refunded under any circumstances. Therefore before depositing the Application Fee, candidates are required to ensure that they meet all the eligibility criteria.

## **HOW TO APPLY**

- Eligible and interested candidates are required to apply **Online only** by logging into HAL Website: [www.hal-india.com](http://www.hal-india.com) (Careers). No other means / mode of application will be accepted. The Website will be open for registration from 1500 hrs on 01.03.2017 till 2300 hrs on 15.03.2017.
- The last date of applying ONLINE to the above posts is 15.03.2017.
- Before registering the application at HAL website the candidates should possess the following :
  - a) Valid E-mail ID. Please note that, the declared E-mail ID will be used for correspondence with the candidates, and therefore, they are required to ensure that the E-mail ID is active. HAL will not be responsible for bouncing of mails due to incorrect E-mail ID.
  - b) Scanned copy of latest Passport Size color photograph (**in jpg file only & less than 180 KB size**) for uploading with the Application Form. Copies of the same photograph which is scanned to be available for future requirements.

- b) Scanned copy of Signature for uploading with the Application Form.
- c) Educational details & post qualification experience details.

**The steps for depositing the Application Fee & submitting the Application Online are as Follows:**

- Step -1: **Logging in** : Log on to HAL Website: [www.hal-india.com](http://www.hal-india.com) (Careers).
- Step-2: **Candidate Registration**: Register by providing valid E-mail id, Date of Birth, and Password at the following weblink: [www.halcareer.in/hal2017aircraft](http://www.halcareer.in/hal2017aircraft)
- Step -3: **Filling the details**: The Personal, Educational & Experience details are required to be filled in and photograph & signature to be uploaded.
- Step-4: **Editing**: Before finally submitting the details entered, an **Editing** option is provided for editing any details entered. Application once submitted cannot be edited and therefore candidates should take necessary care to feed the correct information.
- Step -5: **Printing of Pay-in-Slip (applicable for UR/ OBC category only)** : On completion of Step-3, print the Bank Challan (Pay in-slip) for depositing the Application Fee in the Bank. The pay in slip is available at Weblink provided at Step-2.
- Step-6 **Payment of Fee** : The Application Fee of Rs.500/- to be remitted to any of the core banking branches of State Bank of India in the following account :

<b>Bank Details for depositing the Application Fee</b>	
<b>Account Number</b>	<b>31700415045</b>
Account Name	HAL, Aircraft Division
Bank	State Bank of India
Branch	HAL, Aircraft Division Branch
Addresses	Aircraft Division, Vimanapura Post, Bangalore – 560017
IFSC Code	SBIN0001114
Last Date for Depositing Application Fee	15.03.2017

On receipt of the Application Fee, the concerned SBI branch will enter a unique Journal Number in the 'Pay-in-slip'. Candidates should retain the original counterfoil of the 'Pay-in-Slip' (candidate's copy) for future reference. The 'HAL Copy' of the pay-in-slip after depositing the application fee needs to be retained with the candidate and submitted at the time of Document Verification.

- Step -7: **Furnishing Payment Details**: After Payment of Application Fee in the Bank, enter the payment details in the online portal as mentioned in step 2.
- Step-8 **Printing of Application Confirmation**: On completion of Step-7 for UR / OBC Candidates, the registration process will be completed by generating a Unique Application Number in the Application confirmation page. Candidate is required to print the Confirmation Page for future reference.

**Note:**

- (a) In case of non-payment of Application Fee and non-completion of the above steps, the Application will be incomplete and the same will be rejected.
- (b) **Steps- 5 to 7** are not applicable in the case of **SC/ST/PWD** Candidates, who are exempted from Payment of Application Fee, and they can print the Application Confirmation Page, on completion of Step-4.

**SELECTION PROCEDURE**

- The Selection for Engineer (Civil) discipline will be done through Interview. Date, Time and Venue of the Interview will be intimated to the short-listed/eligible candidates by E-mail / HAL Website.

- For shortlisting for Interview to the post of **Engineer (Civil)**, the candidates possessing more relevant experience will be considered first. In case of tie in the relevant experience also then the candidates who secure more marks in the qualifying examination (i.e. qualification prescribed for the post) will be considered first. In case marks are also same, senior in age will be considered first.
- Candidates short listed for Interview are required to bring the Certificates / Documents (Original and Self attested Photocopies) in proof of Age, Qualification, Experience, Caste, Training, Disability (As applicable), Ex-Servicemen discharge book (As applicable) etc and passport size photographs at the time of Interview.

### **GENERAL CONDITIONS**

- Only Indian Nationals are eligible to apply.
- Educational Qualification & Post Qualification Experience should have been acquired/ possessed by the candidate as on 15.03.2017. The date of declaration of results indicated in the mark sheet of the Final Semester/ Year will be considered as the date of acquisition of Educational Qualification.
- Candidates possessing Regular / Full Time qualifications prescribed for the above posts are only eligible to apply. In other words, the qualifications acquired through Part Time/ Correspondence/ Distance Education/ E-learning courses are not eligible to apply.
- The total maximum marks and total marks obtained for all the Semesters/ Years will be summed up to arrive at the aggregate percentage. No rounding off will be done. No weightage will be given to any particular Semester or Year. Candidate must indicate the aggregate marks (of all semesters / years put together) Diploma / Degree etc in the Bio-data form. Aggregate marks are to be calculated as shown below:

$$\frac{\text{Total marks obtained in all semesters or years}}{\text{Maximum marks (cumulative of all semesters or years)}} \times 100$$

- Wherever CGPA or letter grade in a qualifying degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/ Institute. Candidates are required to submit a Certificate to this effect from the University/ Institute at the time of Interview.
- Candidates who are employed in Government / Semi-Government / Public Sector Undertakings should produce '**No Objection Certificate**' at the time of Interview from their employer failing which they will not be permitted to appear for the Interview.
- Contract Experience:
  - a) Experience possessed by candidates engaged on Contract basis directly by PSUs/Central/State Governments concerned shall be considered as experience for the purpose of selection. In that case, Experience Certificate is to be produced from such PSUs/Central/State Governments, etc, indicating the contract engagement. As regards No Objection Certificate, the same needs to be in line with the Terms & Conditions of contract engagement and Rules applicable for such contract engagement in the concerned Organization.
  - b) Experience possessed by candidates in Private Organizations on Contract basis shall be considered as experience, subject to scrutiny in terms of nature of experience, responsibilities, assignments, etc.
  - c) Experience possessed by candidates engaged on Contract basis through Contractors by PSUs/Central/State Governments will not be considered as experience since the engagement is not direct.
  - d) The contract experience possessed by candidates as at (a) & (b) above will be considered as experience for the purpose of selection only if the experience is in Executive cadre of the concerned PSUs/Central/State/Private Organizations.
- Once an employee avails himself of voluntary retirement from a PSU, he shall not be allowed to take up employment in another PSU. If he desires to take up the employment, he shall have to return the VRS compensation received by him to the PSU concerned. Personnel who have opted for VRS from other PSUs should furnish documentary evidence that they have deposited their terminal benefits with the concerned PSU before their appointment in the Company.

- Appointment of selected candidates is subject to verification of and Character & Antecedents from the concerned Authorities, as per the rules of the company.
- Mere submission of application will not entail a right for claiming appointment.
- HAL reserves the right to cancel/ restrict/ enlarge/ modify / alter the advertisement/ recruitment process and/ or the selection process there under, without issuing any further notice or assign any reason whatsoever. The number of vacancies can be modified as per management's discretion.
- If the information furnished by the candidate in any part of the Bio-data is found to be false or incomplete or is not found to be in conformity with eligibility criteria mentioned in the advertisement, the candidature/ appointment will be considered as revoked/ terminated at any stage of recruitment process or after recruitment or joining, without any reference given to the candidate.
- Any sort of canvassing or influencing the officials related to the recruitment/ selection process would result in immediate disqualification of the candidate.
- HAL reserves the right to increase / decrease the specification depending upon the response.
- Candidates staying beyond 30 miles away and attending Personal Interview will be paid to and fro TA (Rail fare) by the shortest route on production of proof of travel as per rules of the company.
- If the candidates are found suitable for lower Grade / Post than the post for which they had applied and attended the Interview fulfilling all the requirements, they shall be offered lower Grade / Post.
- Appointment of selected candidates is subject to receipt of satisfactory Medical Report from the Company's Doctor as per the standards prescribed by HAL (Concerned Authority in case of PWD candidates).
- Decision of HAL Management regarding selection will be final. Further, HAL Management reserves the right to fill up or otherwise any or all the notified posts and also to fill up the future vacancies if any from the valid panel of selected candidates as per the rules of the company.
- The vacancies will be filled up by external candidates only through Direct Recruitment. Therefore, applications of internal candidates, if any, will not be considered.
- Candidates belonging to SC/ST category are required to submit the SC/ST certificate in the prescribed format enclosed at **Appendix A**. Candidates belonging to OBC category are required to submit the OBC certificate in the prescribed format enclosed at **Appendix B**. Candidates belonging to PWD category are required to submit PWD certificate in the prescribed format enclosed at **Appendix C**.
- Candidates who have work experience in the Private Sector and produce the experience certificate should submit the same in the letter head of the Company. The letter head of the company should have the details of the Company.
- Necessary information regarding the selection, interview etc. will be hosted on HAL Website [www.hal-india.com](http://www.hal-india.com) from time to time. Candidates are requested to visit the website from time to time.
- Before applying the candidates should satisfy themselves regarding eligibility criteria desired for the post.
- Incomplete Applications will be rejected and no further correspondence in this regard will be entertained.
- Appearance of the shortlisted candidates in the Interview is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the recruitment process in case they do not fulfill essential eligibility criteria.
- Last date of receipt of applications is 15.03.2017. Applications received after due date will be rejected.
- Court of jurisdiction for any dispute/ cause will be at Bangalore.
- In case of any clarification please contact Senior Manager/Manager (HR), Aircraft Division, HAL(BC) on 080 - 22323293 or write to us at [ma.haffiz@hal-india.com](mailto:ma.haffiz@hal-india.com)